AMENDMENTS TO THE CLAIMS

Please amend the claims as follows.

1. (Cancelled)

2. (Cancelled)

3. — 58. (Cancelled)

59. (Currently Amended) A method of integrating a plurality of human resource (HR) services, comprising:

   receiving a data item associated with a customer;

   identifying an event from the data item;

   determining a first HR service and a second HR service of the plurality of HR services affected by the event, wherein the customer holds subscriptions to the first HR service and the second HR service, and wherein determining the first HR service and the second HR service is based on the subscriptions;

   initializing a first update task and a second update task,

   wherein initializing the first update task and the second update task are triggered by the event;

   converting the data item to a first format accepted by the first HR service;

   converting the data item to a second format accepted by the second HR service;

   executing the first update task to update the first HR service based on the event,

   wherein executing the first update task comprises sending the data item in the first format to the first HR service; and

   executing the second update task to update the second HR service based on the event,

   wherein executing the second update task comprises sending the data item in the second format to the second HR service, and

   wherein the first HR service and the second HR service form a portion of an HR management system for the customer.

60. (Previously Presented) The method of claim 59, further comprising:

    assigning a first priority to the first update task; and

    assigning a second priority to the second update task,

    wherein an order of executing the first update task and executing the second update task is based on the first priority and the second priority.

61. (Previously Presented) The method of claim 60, wherein the second priority exceeds the first priority and the second update task is executed before executing the first update task.

62. (Previously Presented) The method of claim 60, wherein the first update task and the second update task are executed synchronously.

63. (Previously Presented) The method of claim 60, further comprising:

    determining a plurality of critical products including the first HR service and the second HR service;

    determining a third HR service and a fourth HR service affected by the event, wherein the third HR service and the fourth HR service are non-critical products; and

    executing a third update task to update the third HR service and a fourth update task to update the fourth HR service after executing the first update task and the second update task.

64. (Previously Presented) The method of claim 63, wherein the third update task and the fourth update task are executed asynchronously.

65. (Previously Presented) The method of claim 59, further comprising:

    sending a request to the customer for an additional data item regarding the event;

    receiving the additional data item; and

    converting the additional data item to the first format,

    wherein executing the first update task further comprises sending the additional data item in the first format to the first HR service.

66. (Previously Presented) The method of claim 59, wherein the event is at least one selected from a group consisting of a change in marital status, a change in a health status, a change in a retirement status, a change in location, a change in financial compensation, a change in address, a change in dependents of an employee of the customer.

67. (Previously Presented) The method of claim 59, wherein the first HR service is provided by at least one selected from a group consisting of a health insurance provider, disability insurance provider, and a life insurance provider.

68. (Previously Presented) The method of claim 59, further comprising:

receiving a selection from the client, wherein the selection comprises the first HR service and the second HR service; and

installing the first HR service and the second HR service.

69. (Previously Presented) The method of claim 68, further comprising:

installing the first HR service and the second HR service in the HR management system before receiving the data item.

70. (Previously Presented) The method of claim 59, further comprising:

alerting the customer of an outstanding HR function requiring execution after identifying the event.

71. (Previously Presented) The method of claim 59, wherein the first HR service is an income tax preparation service.

72. (Previously Presented) The method of claim 59, wherein the first HR service is provided by a payroll service provider.

73. (Currently Amended) A computer readable medium storing instructions for integrating a plurality of human resource (HR) services, the instructions comprising functionality to:

receive a data item associated with a customer;

identify an event from the data item;

determine a first HR service and a second HR service of the plurality of HR services affected by the event, wherein the customer holds subscriptions to the first HR service and the second HR service, and wherein determining the first HR service and the second HR service is based on the subscriptions;

initialize a first update task and a second update task,

wherein initializing the first update task and the second update task are triggered by the event;

convert the data item to a first format accepted by the first HR service;

convert the data item to a second format accepted by the second HR service;

execute the first update task to update the first HR service based on the event,

wherein executing the first update task comprises sending the data item in the first format to the first HR service; and

execute the second update task to update the second HR service based on the event,

wherein executing the second update task comprises sending the data item in the second format to the second HR service, and

wherein the first HR service and the second HR service form a portion of the HR management system for the customer.

74. (Previously Presented) The computer readable medium of claim 73, the instructions further comprising functionality to:

assign a first priority to the first update task; and

assign a second priority to the second update task,

wherein an order of executing the first update task and executing the second update task is based on the first priority and the second priority.

75. (Previously Presented) The computer readable of claim 74, wherein the second priority exceeds the first priority and the second update task is executed before executing the first update task.

76. (Previously Presented) The computer readable medium of claim 74, wherein the first update task and the second update task are executed synchronously.

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77. (Previously Presented) The computer readable medium of claim 74, the instructions further comprising functionality to:

   determine a plurality of critical products including the first HR service and the second HR service;

   determine a third HR service and a fourth HR service affected by the event, wherein the third HR service and the fourth HR service are non-critical products; and

   execute a third update task to update the third HR service and a fourth update task to update the fourth HR service after executing the first update task and the second update task.

78. (Previously Presented) The computer readable medium of claim 77, wherein the third update task and the fourth update task are executed asynchronously.

79. (Previously Presented) The computer readable medium of claim 73, the instructions further comprising functionality to:

   send a request to the customer for an additional data item regarding the event;

   receive the additional data item; and

   convert the additional data item to the first format,

   wherein executing the first update task further comprises sending the additional data item in the first format to the first HR service.

80. (Previously Presented) The computer readable medium of claim 73, wherein the event is a change in marital status, a change in a health status, a change in a retirement status, a change in location, a change in financial compensation, a change in address, a change in dependents of an employee of the customer.

81. (Previously Presented) The computer readable medium of 73, wherein the first HR service is provided by at least one selected from a group consisting of a health insurance provider, disability insurance provider, and a life insurance provider.

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82. (Previously Presented) The computer readable medium of claim 73, the instructions further comprising functionality to:

 receive a selection from the client, wherein the selection comprises the first HR service and the second HR service; and

 install the first HR service and the second HR service.

83. (Previously Presented) The computer readable medium of claim 81, the instructions further comprising functionality to:

 install the first HR service and the second HR service in the HR management system before receiving the data item.

84. (Previously Presented) The computer readable medium of claim 73, the instructions further comprising functionality to:

 alert the customer of an outstanding HR function requiring execution after identifying the event.

85. (Previously Presented) The computer readable medium of claim 73, wherein the first HR service is an income tax preparation service.

86. (Previously Presented) The computer readable medium of claim 73, wherein the first HR service is provided by a payroll service provider.

87. (Currently Amended) An apparatus for integrating a plurality of HR services, comprising:

 means for receiving a data item associated with a customer;

 means for identifying an event from the data item;

 means for determining a first HR service and a second HR service of the plurality of HR services affected by the event, wherein the customer holds subscriptions to the first HR service and the second HR service, and wherein determining the first HR service and the second HR service is based on the subscriptions;

 means for initializing a first update task and a second update task,

wherein initializing the first update task and the second update task are triggered by the event;

means for converting the data item to a first format accepted by the first HR service;

means for converting the data item to a second format accepted by the second HR service;

means for executing the first update task to update the first HR service based on the event, wherein executing the first update task comprises sending the data item in the first format to the first HR service; and

means for executing the second update task to update the second HR service based on the event, wherein executing the second update task comprises sending the data item in the second format to the second HR service, and

wherein the first HR service and the second HR service form a portion of the HR management system for the customer.

88. (Previously Presented) The apparatus of claim 87, further comprising:

means for assigning a first priority to the first update task; and

means for assigning a second priority to the second update task, wherein an order of executing the first update task and executing the second update task is based on the first priority and the second priority.

89. (Previously Presented) The apparatus of claim 87, further comprising:

means for determining a plurality of critical products including the first HR service and the second HR service;

means for determining a third HR service and a fourth HR service affected by the event, wherein the third HR service and the fourth HR service are non-critical products; and

means for executing a third update task to update the third HR service and a fourth update task to update the fourth HR service after executing the first update task and the second update task.

90. (Previously Presented) The apparatus of claim 87, wherein the event is at least one selected from a group consisting of a change in marital status, a change in a health status, a change in a retirement status, a change in location, a change in financial compensation, a change in address, a change in dependents of an employee of the customer.

91. (Previously Presented) The apparatus of claim 87, wherein the first HR service is provided by at least one selected from a group consisting of a health insurance provider, disability insurance provider, and a life insurance provider.

92. (Previously Presented) The apparatus of claim 87, further comprising:

      means for receiving a selection from the client, wherein the selection comprises the first HR service and the second HR service; and

      means for installing the first HR service and the second HR service.

93. (Previously Presented) The apparatus of claim 92, further comprising:

      means for installing the first HR service and the second HR service in the HR management system before receiving the data item.

94. (Previously Presented) The apparatus of claim 87, further comprising:

      means for alerting the customer of an outstanding HR function requiring execution after identifying the event.

95. (Previously Presented) The apparatus of claim 87, wherein the first HR service is a tax preparation service.

96. (Previously Presented) The apparatus of claim 87, wherein the first HR service is provided by payroll service provider.

97. (Currently Amended) A system for integrating a plurality of human resource (HR) services, comprising:

      an interface tier configured to receive a data item associated with a customer and identify an event based on the data item;

an integration tier operatively connected to the interface tier and configured to initialize a first update task and a second update task in response to the event;

a data transformation tier operatively connected to the integration tier and configured to convert the data item into a first format and into a second format;

a first HR service of the plurality of HR services operatively connected to the data transformation tier and configured to receive the data item in the first format and be updated by the first update task,

wherein the first format is native to the first HR service, wherein the customer holds a subscription to the first HR service, and wherein the configuration is based on the subscription to the first HR service; and

a second HR service of the plurality of HR services operatively connected to the data transformation tier and configured to receive the data item in the second format and be updated by the second update task, wherein the second format is native to the second HR service,

wherein the customer holds a subscription to the second HR service, and

wherein the configuration is based on the subscription to the second HR service.

98. (Previously Presented) The system of claim 97, further comprising:

a translation rules repository storing rules for converting the data item.

99. (Cancelled)

100. (Previously Presented) The system of system 97, wherein the event is at least one selected from a group consisting of a change in marital status, a change in a health status, a change in a retirement status, a change in location, a change in financial compensation, a change in address, a change in dependents of an employee of the customer.

101. (Previously Presented) The system of claim 97, wherein the first HR service is provided by at least one selected from a group consisting of a health insurance provider, disability insurance provider, and a life insurance provider.

102. (Previously Presented) The system of claim 97, wherein the first HR service is an income tax preparation service.

103. (Previously Presented) The system of claim 97, wherein the first HR service is provided by a payroll service provider.